Section 2400 - Administration

2400 Evaluation of the Superintendent

In accordance with state statute, the Board of Education (the “Board”) must annually evaluate the performance of the Superintendent of Schools. Prior to this evaluation, the Board will clarify their role and the Superintendent’s role in the school system in terms of responsibilities, authority, and organizational expectations. The Board will assess the Superintendent in the following areas:

1. Growth and student achievement
2. Educational leadership and continuous improvement
3. Organizational planning and operational management
4. School and community relations
5. Board of Education and Superintendent relations
6. Personal and professional qualities and relationships

The Board and Superintendent will work collaboratively to maintain a shared evaluation schedule and process that encompasses the following steps:

1. Establishes shared goals at the beginning of the school year
2. Reviews Superintendent progress towards goals mid-year
3. Superintendent submits self-reflection prior to his/her final evaluation
4. Board meets independently to discuss performance and progress
5. Board prepares a written evaluation and shares feedback with the Superintendent

This joint evaluation process seeks to enhance the district’s overall organizational health.